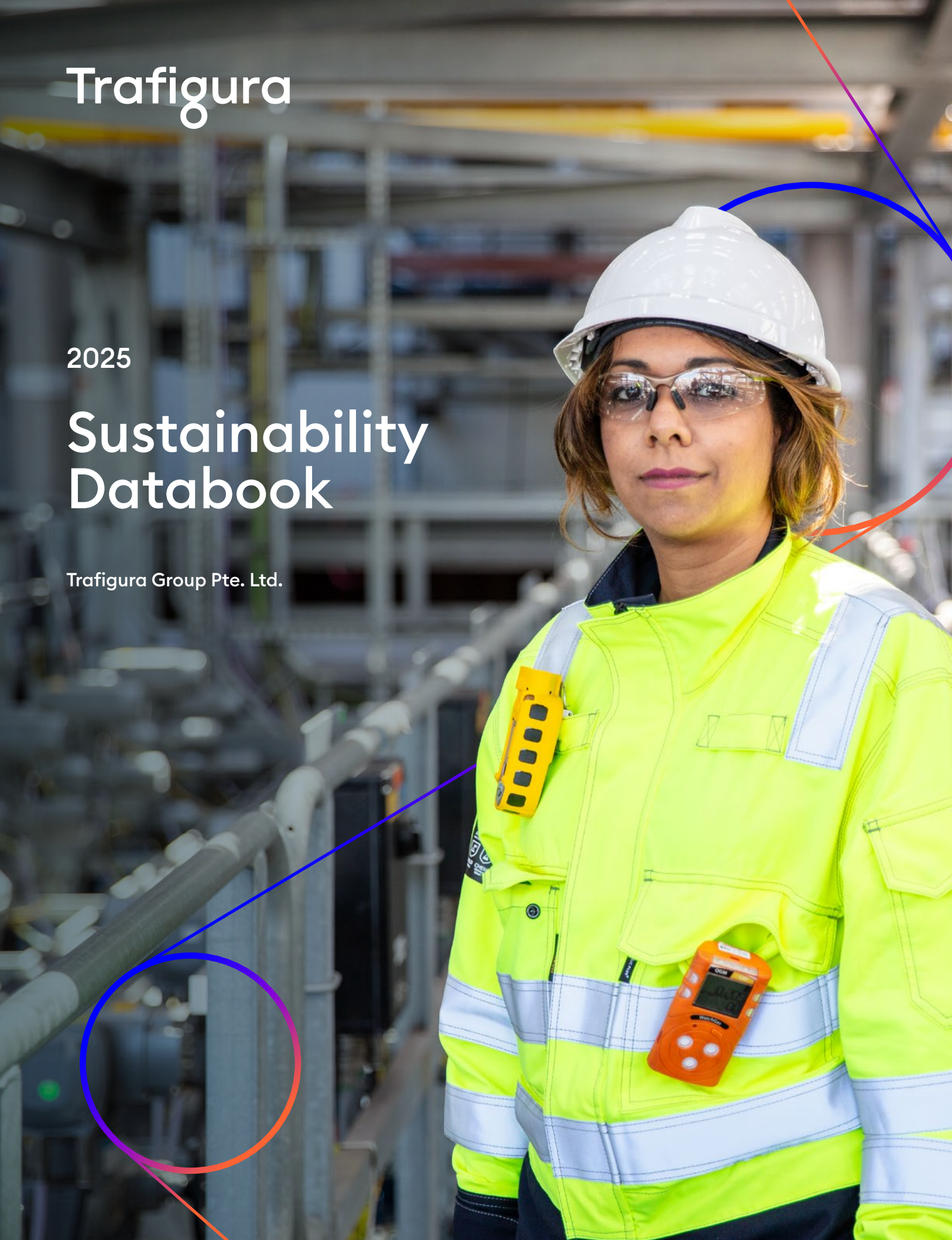


# Trafigura

2025

## Sustainability Databook

Trafigura Group Pte. Ltd.



## Contents

---

➤ <b>About this Sustainability Databook</b>	➤ General information
	➤ Metrics assured by PwC
	➤ Metrics assured by ERM CVS
➤ <b>Responsible value chains</b>	➤ Responsible sourcing due diligence assessments
➤ <b>Climate and energy</b>	➤ Scope 1 and Scope 2 GHG emissions
	➤ Scope 1 and Scope 2 GHG emissions for Trafigura Group, operating companies and divisions
	➤ Scope 3 GHG emissions
	➤ Energy use
	➤ Renewable energy consumption
	➤ Renewable energy capacity
➤ <b>Environment</b>	➤ Environmental incidents
	➤ Environmental management systems
	➤ HSE fines and penalties
	➤ Waste
	➤ Water withdrawal
	➤ Water stress exposure
	➤ Biodiversity
➤ <b>Health and safety</b>	➤ Workplace safety
	➤ Injury rates for Trafigura operating companies and divisions
	➤ Occupational health and safety management systems
➤ <b>Our people</b>	➤ Employee numbers
	➤ Gender diversity
	➤ Age group
	➤ Regional distribution
	➤ Attrition
	➤ International transfers
	➤ Training hours
➤ <b>Trafigura Foundation</b>	➤ Trafigura Foundation
➤ <b>Glossary</b>	➤ Abbreviations
	➤ Definitions

### Related resources

- [2025 Sustainability Report](#)
- [2025 Sustainability Reporting Framework Index](#)
- [2025 ERM CVS Assurance Statement](#)
- [2025 PwC Assurance Statement](#)
- [2025 Annual Report](#)
- [2024 Modern Slavery Statement](#)
- [2024 Payments to Governments Report](#)

# About this Sustainability Databook

## 1. General information

This Sustainability Databook provides Trafigura Group Pte. Ltd. and its subsidiaries (the 'Group' or 'Trafigura') sustainability performance information for the financial years 2025, 2024, 2023 and 2022. Alongside the provision of data, it provides relevant definitions and clarifications. It accompanies our 2025 Sustainability Report and Sustainability Reporting Framework Index.

### 1.1 Reporting period

Unless stated otherwise, the data presented in this Sustainability Databook refers to the Trafigura Group financial reporting years 1 October 2024 to 30 September 2025 (FY2025), 1 October 2023 to 30 September 2024 (FY2024), 1 October 2022 to 30 September 2023 (FY2023) and 1 October 2021 to 30 September 2022 (FY2022).

### 1.2 Scope and boundaries

This Sustainability Databook includes non-financial information for Trafigura. We have set an organisational boundary that aligns with our financial consolidation approach, with the exception that we include sustainability data for assets, facilities, investments and operations in our Group reporting from the first full financial year of ownership; and exclude sustainability data associated with any divestment that occurred during the reporting period.

We report our environmental, social, health and safety data where it falls within our organisational boundary, unless otherwise stated. This means where Trafigura has the power to govern the financial and operating policies of the entity controlling such activity. Data where we have control is reported on a 100 percent basis rather than the relevant equity stake. Equity accounted investees and non-consolidated joint ventures are considered outside the organisational boundary.

Compliance and people-related data covers employees in our direct employment, unless otherwise stated.

We have used '-' to indicate where data is not available. Some of the totals shown reflect the rounding up or down of subtotals.

Further details on how we report data on certain health and safety performance and greenhouse gas (GHG) emissions is provided below. Definitions for other selected indicators referenced in this databook can be found in the Glossary.

### 1.3 Prior year restatements

Where relevant, prior period figures are restated when updated information, methodological improvements, or data corrections materially affect previously reported data.

For the GHG baseline, we restate our baseline when there have been material acquisitions or divestments, which allows for meaningful year-over-year comparison.

Our approach is guided by our internal element materiality framework to assess the significance of any matter before a restatement is made. In case of material restatements, we provide explanations regarding the change in the relevant section of this Sustainability Databook.

### 1.4 External assurance

Selected indicators within this databook have been independently assured by two different third-party assurance providers, under limited assurance engagements. Each assurance provider applied recognised international standards and assessed a defined subset of our reported data. The scope of each assurance provider is as follows:

- **PwC:** Lost Time Injuries (LTI) and Lost Time Injury Frequency Rate (LTIFR). Full details of the scope, activities, limitations and conclusions of the PwC's limited assurance engagement are included in the Independent Limited Assurance Statement to Trafigura Group Pte. Ltd. on our website. The selected indicators assured by PwC are identified by the ♦ symbol (limited assurance provided by PwC for FY2025 only).
- **ERM CVS:** Gross Scope 1, 2 and 3 GHG emissions. Full details of the scope, activities, limitations and conclusions of the ERM CVS limited assurance engagement are included in the Independent Limited Assurance Statement to Trafigura Group Pte. Ltd. on our website. The selected indicators assured by ERM CVS are identified by the □ symbol.

This approach was taken in FY2025 to support the transition toward having a single auditor for both the financial statements and the sustainability statement under the Corporate Sustainability Reporting Directive (CSRD). It allows us to understand how our current financial auditor assesses ESG data and to align methodologies and processes in preparation for future CSRD-compliant reporting.

## 2. Metrics assured by PwC

We report Lost time injuries (LTI) and Lost time injury frequency rate (LTIFR) as defined in the internal manual 'Basis of CHESS Performance Reporting' for the year ended 30 September 2025 and related appendices for LTI and LTIFR developed by management of Trafigura.

LTI represent the total number of occurrences of any work-related injury, including fatalities and life altering events, which result in a person being unfit for work on the calendar date after the date of occurrence of the occupational injury.

LTIFR represents the number of lost time injuries per one million work hours, calculated as total number of LTIs divided by total working hours and multiplied by one million. Working hours represent the total number of hours Trafigura workers are engaged in work-related activities under Trafigura's supervision and exposed to occupational risks, which vary depending on the nature and type of activity performed. Working hours originate from scheduled and unscheduled labor inputs, including contractual duties, overtime and site-based contractor work (i.e., contractors conducting their work on a Trafigura-site). We use actual working hours where available. If actual data is not available, estimations based on contracted work hours per headcount or reliable external references and proxies are applied.

For health and safety data, the IOGP Oil and Gas industry standard defines contract modes (1, 2, and 3) to allocate health, safety, and environmental management responsibilities between the undertaking and contractors, focusing on who manages the work and the applicable systems. Both LTI and LTIFR cover all Trafigura workers, which comprise employees and contractors under contract mode 1 and mode 2 (mode 1 or mode 2 applies where Trafigura can set health and safety standards and can supervise and enforce their application).

The scope extends to include and exclude specific circumstances as follows:

#### In scope

- Injuries as a result of employee commuting if the commute uses Trafigura-assigned transport or is required to be considered work-related under local regulations.
- Injuries occurring during working from home or under hybrid arrangements.
- Cases of company owned and dealer operated (CODO) or dealer owned and operated (DODO) service stations where Trafigura workers conduct maintenance and operational work on those sites.

#### Out of scope

- Contractors under contract mode 3 (i.e., the contractor independently manages and executes all aspects of the contract under its own health and safety management system) and members of the public, except if an injury occurs on a Trafigura owned or operated site.
- Incidents involving transport contractors who on a non-exclusive basis transport Trafigura commodities by road, rail, air or water.
- Retail stations that are DODO or CODO, in all circumstances other than described as in scope above.
- Cases of work-related ill-health. 'Ill health' indicates damage to health and includes diseases, illnesses, and disorders.



### 3. Metrics assured by ERM CVS

We report our GHG emissions in accordance with the internal Trafigura GHG Manual, and with reference to 'The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard' for our Scope 1 and 2 emissions; and the GHG Protocol 'Corporate Value Chain (Scope 3) Accounting and Reporting Standard' for our Scope 3 emissions. Carbon dioxide equivalent (CO<sub>2</sub>e) emissions are reported in metric tonnes throughout the report.

The main emission factors used are those developed by the Global Logistics Emissions Council (GLEC), the International Energy Agency (IEA) and the UK Department for Energy Security and Net Zero.

Scope 1 emissions refers to direct GHG emissions from assets owned or controlled by Trafigura and include the sum of all relevant Kyoto Protocol greenhouse gases, converted to CO<sub>2</sub>e. These are carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>) and nitrous oxide (N<sub>2</sub>O), all calculated based on amount of direct energy consumed or combusted; and hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulphur hexafluoride (SF<sub>6</sub>) and nitrogen trifluoride (NF<sub>3</sub>), all based on direct consumption at Trafigura assets in scope where data is available.

Scope 2 emissions refers to indirect GHG emissions associated with the generation of purchased or acquired energy, and is presented using two different methodologies. The market-based method reflects the CO<sub>2</sub>e emissions that we have purposefully chosen, for example through contractual energy instruments. The calculation is based on a hierarchical approach applying supplier specific emission factors, residual country-specific market based factors for EU countries and IEA factors for other countries. The location-based method reflects the average emissions intensity of grids where energy consumption occurs. The calculation is based on location-based IEA emission factors.

Scope 3 emissions refers to indirect GHG emissions (not included in Scope 2) that occur in our upstream and downstream value chain. The calculation is based on a hybrid approach of activity data, procurement data and best available emissions factors. Of the 15 Scope 3 categories in the GHG Protocol, nine categories are currently determined as applicable and material to Trafigura. The excluded categories are: Category 2: Capital goods, Category 5: Waste generated, Category 7: Employee Commuting, Category 9: Downstream transportation and distribution, Category 12: End of Life treatment of sold products, and Category 13: Downstream leased assets.

The Scope 3 GHG emissions reported comprise:

- |             |   |
|-------------|---|
| Category 1  | Purchased goods and services; includes upstream emissions from the extraction and processing of all commodities we source from third-party producers and sell to customers, encompassing all commodities we trade. Emissions are calculated using secondary data or best available emissions factors. This category excludes all services and indirect purchases. |
| Category 3  | Fuel and energy-related activities; emissions associated with upstream well-to-tank and transmission and distribution losses are considered for all fuel and electricity consumed across operated assets, also including emissions associated with fuel consumed onsite by third party contractors.   |
| Category 4  | Upstream transportation and distribution; emissions are calculated by using fuel consumption or if unavailable distance travelled, multiplied by relevant emission factor per transportation category. This category excludes the use of facilities.  |
| Category 6  | Business travel; reported based on activity data for our direct air travel and procurement data for other business travel related activities.   |
| Category 8  | Upstream leased assets; emissions from the operation of assets that are leased and not reported in Scope 1 and 2.   |
| Category 10 | Processing of sold products, includes downstream processing by third parties of all products that are produced or processed within our own operations.  |
| Category 11 | Use of sold products; includes emissions associated with direct use of fuels that have been produced or processed by our own operations as well as all fuel sold by our retail stations to end users.   |
| Category 14 | Franchises; reported based on estimated monthly energy consumption multiplied by the number of franchise locations.   |
| Category 15 | Investments; reported based on our equity share of the Scope 1 and 2 emissions of our investees. Financed emissions is impacted by the limited availability of reported corporate data. With increased reporting regulations, we anticipate that data availability and quality will improve over time.  |

We use primary data where it is available. However, in some of our markets there are constraints in the availability and quality of data. If primary data is not available, estimations based on data from other business units or reliable external references and proxies are applied.

For our 2025 Sustainability Report and more information on the way we manage our sustainability performance, please visit [www.trafigura.com/sustainability/performance-and-engagement](http://www.trafigura.com/sustainability/performance-and-engagement)

## Responsible value chains

Responsible sourcing due diligence assessments	Notes	FY2025	FY2024	FY2023	FY2022
		Number	Number	Number	Number
Counterparty responsible sourcing desk-based assessments (Level 0 and Level 1)	1	161	127	192	156
Counterparty site-based assessments undertaken (Level 2)	2	35	90	36	25
Counterparty site visits to monitor supplier performance against improvement plans or for capacity building (Level 3)	3	190	38	9	6
<div><div>1.</div><div>The number of 'Level 0' desk-based reviews and 'Level 1' supplier self assessments undertaken as part of the Trafigura Responsible Sourcing Programme.</div></div> <div><div>2.</div><div>The number of 'Level 2' supplier site assessments undertaken as part of the Trafigura Responsible Sourcing Programme.</div></div> <div><div>3.</div><div>The number of site visits to supplier sites that focus on monitoring supplier environmental and social performance against previously established improvement plans, or for the purposes of addressing identified capacity-building needs in order to manage environmental and social risks, as part of the Trafigura Responsible Sourcing Programme. The large increase in FY2025 reflects the increasing focus on monitoring and capacity building activities, the growth of the Responsible Sourcing team presence in key regions and the strengthening of relationships with suppliers allowing for more site-based engagement.</div></div>					

## Climate and energy

Scope 1 and Scope 2 GHG emissions	Notes	(baseline year)				
		FY2025	FY2024	FY2023	FY2022	FY2020
		tCO <sub>2</sub> e	tCO <sub>2</sub> e	tCO <sub>2</sub> e	tCO <sub>2</sub> e	tCO <sub>2</sub> e
Group Scope 1 emissions □	1, 2	<b>1,953,683</b>	1,903,987	1,809,566	1,815,191	1,802,512
Group Scope 2 emissions (market-based method) □		<b>517,674</b>	575,389	613,739	774,024	1,749,917
Group Scope 2 emissions (location-based method) □		<b>1,246,636</b>	1,364,335	1,436,014	1,531,447	1,754,240
Group Scope 1 and Scope 2 GHG emissions (market-based method) □		<b>2,471,357</b>	2,479,376	2,423,305	2,589,215	3,552,429
Group Scope 1 and Scope 2 GHG emissions (market-based method) reduction on baseline year (FY2020) □		<b>30.4%</b>	30.2%	31.8%	27.1%	

Scope 1 and Scope 2 GHG emissions for Trafigura Group, operating companies and divisions	Notes	(baseline year)				
		FY2025	FY2024	FY2023	FY2022	FY2020
		tCO <sub>2</sub> e	tCO <sub>2</sub> e	tCO <sub>2</sub> e	tCO <sub>2</sub> e	tCO <sub>2</sub> e
Oil & Petroleum Products Scope 1 emissions	2	<b>395,113</b>	357,772	398,784	371,568	346,317
Oil & Petroleum Products Scope 2 emissions		<b>3,274</b>	3,347	8,490	10,582	10,219
Shipping & Chartering Scope 1 emissions		<b>677,991</b>	639,923	540,140	521,800	555,215
Shipping & Chartering Scope 2 emissions		<b>0</b>	0	0	0	0
Trafigura corporate Scope 1 emissions		<b>2,814</b>	2,093	1,963	2,067	1,274
Trafigura corporate Scope 2 emissions		<b>2,453</b>	2,078	2,766	3,051	2,417
Impala Terminals Scope 1 emissions		<b>32,981</b>	44,344	49,996	54,107	35,759
Impala Terminals Scope 2 emissions		<b>694</b>	566	594	615	1,958
Mining Group Scope 1 emissions		<b>5,758</b>	12,768	40,492	28,326	26,788
Mining Group Scope 2 emissions		<b>8,169</b>	3,232	10,361	10,074	13,366
Nyrstar Scope 1 emissions		<b>654,207</b>	643,143	557,292	591,898	559,459
Nyrstar Scope 2 emissions		<b>483,020</b>	543,344	572,987	716,663	1,683,823
Puma Energy Scope 1 emissions		<b>118,979</b>	138,103	153,891	173,877	193,511
Puma Energy Scope 2 emissions		<b>19,618</b>	22,376	17,590	30,775	30,212
Greenergy Scope 1 emissions		<b>65,841</b>	65,841	67,009	71,548	84,189
Greenergy Scope 2 emissions		<b>446</b>	446	952	2,265	7,920

## Climate and energy (continued)

Scope 3 GHG emissions	Notes	FY2025		FY2024		FY2023		FY2022	
		tCO <sub>2</sub> e	%	tCO <sub>2</sub> e	%	tCO <sub>2</sub> e	%	tCO <sub>2</sub> e	%
Group Scope 3 emissions □	3	342,065,672		324,722,477		286,540,925		329,179,121	
Group Scope 3 emissions (categories 3, 4, 6, 8, 14 and 15 only)		16,954,623		16,094,221		14,510,033		13,851,943	
<i>Breakdown of Group Scope 3 emissions by category:</i>									
- Category 1: Purchased Goods and Services		251,550,719	74	264,782,000	82	224,019,713	78	261,782,645	80
- Category 3: Fuel and Energy Related		854,694	0	862,398	0	884,531	0	798,064	0
- Category 4: Upstream Transportation and Distribution		6,893,414	2	5,738,026	2	5,003,273	2	5,609,381	2
- Category 6: Business Travel		32,336	0	38,754	0	31,336	0	11,526	0
- Category 8: Upstream Leased Assets		8,270,058	3	9,109,065	3	8,127,671	3	7,086,167	2
- Category 10: Processing of sold products		1,457,419	0	1,122,146	0	1,261,877	0	916,241	0
- Category 11: Use of sold products		72,102,911	21	42,724,110	13	46,749,302	17	52,628,293	16
- Category 14: Franchises		172,908	0	82,511	0	89,698	0	80,645	0
- Category 15: Investments		731,213	0	263,467	0	373,524	0	266,160	0

Energy use	Notes	FY2025		FY2024		FY2023		FY2022	
		GJ	%	GJ	%	GJ	%	GJ	%
Total Group energy consumption		25,778,066		24,456,956		22,116,004		24,377,611	
<i>Primary source of energy used:</i>									
- Biofuel			2		0		0		0
- Coal			7		9		7		6
- Coke			9		9		8		9
- Diesel			5		5		8		8
- Fuel oil			30		31		31		29
- Gasoline			0		0		0		0
- Kerosene			1		0		0		0
- LPG			2		3		5		3
- Marine diesel			9		8		9		10
- Natural gas			16		15		7		14
- Petroleum coke			3		3		4		3
- Refinery gases			16		17		21		18

Renewable energy consumption	Notes	FY2025		FY2024		FY2023		FY2022	
		MWh	%	MWh	%	MWh	%	MWh	%
Share of electricity consumed from renewable sources	4		35		30		32		34
Purchased electricity renewable sources		1,453,319		1,417,919		1,260,063		1,425,248	
Self-generated non-fuel renewable energy		76,676		98,578		84,959		95,395	
Total renewable energy consumption		1,529,995		1,516,497		1,345,021		1,520,643	

Renewable energy capacity	Notes	FY2025		FY2024		FY2023		FY2022	
		GW		GW		GW		GW	
Renewable energy portfolio	5	2.3		2.5		2.5		2.8	
- of which: Operational		0.2		—		—		—	
- of which: In construction		0.3		—		—		—	
- of which: Under development		1.8		—		—		—	

- The GHG Scope 1 and 2 baseline and subsequent reported years have been restated to reflect portfolio changes resulting from the acquisition of Greenergy.
- Scope 2 emissions calculated under the market-based methodology use supplier specific emission factors and residual mixes, aligned with the GHG Protocol Scope 2 guidance.
- See ['About this Sustainability Databook'](#) for the inclusions and exclusions under our Scope 3 categories.
- Renewable energy sources include purchases of renewable energy certificates, in line with the RE100 Technical Criteria.
- This represents the renewable portfolio of Nala Renewables (a 50:50 joint venture between Trafigura and IFM Investors that invests in on-shore wind, solar and power storage projects).

## Environment

<b>Environmental incidents</b>	Notes	<b>FY2025</b>		<b>FY2024</b>		<b>FY2023</b>		<b>FY2022</b>	
	1	<i>Number</i>		<i>Number</i>		<i>Number</i>		<i>Number</i>	
Total number of severe environmental incidents reported	2	<b>3</b>		3		10		12	
Liquid spill volume (litres)		<b>136,560</b>		205,090		154,815		188,646	
Dry spill volume (tonnes)		<b>34</b>		14		337		138	

<b>Environmental management systems</b>	Notes	<b>FY2025</b>		<b>FY2024</b>		<b>FY2023</b>		<b>FY2022</b>	
		<i>Number</i>	<i>%</i>	<i>Number</i>	<i>%</i>	<i>Number</i>	<i>%</i>	<i>Number</i>	<i>%</i>
Total number of sites certified to internationally recognised environment management standards	3	<b>47</b>	<b>30</b>	51	38	58	39	22	58

<b>HSE fines and penalties</b>	Notes	<b>FY2025</b>		<b>FY2024</b>		<b>FY2023</b>		<b>FY2022</b>	
		<i>USD</i>		<i>USD</i>		<i>USD</i>		<i>USD</i>	
Value of environmental-related fines and penalties paid		<b>173,943</b>		–		–		–	
Value of health and safety-related fines and penalties paid	4	<b>45,084</b>		–		–		–	
Total value of HSE-related fines and penalties paid		<b>219,027</b>		443,347		101,112		712,373	

<b>Waste</b>	Notes	<b>FY2025</b>		<b>FY2024</b>		<b>FY2023</b>		<b>FY2022</b>	
		<i>Tonnes</i>	<i>%</i>	<i>Tonnes</i>	<i>%</i>	<i>Tonnes</i>	<i>%</i>	<i>Tonnes</i>	<i>%</i>
Total Group non-hazardous waste		<b>35,496</b>		27,015		56,707		63,324	
Total Group hazardous waste	5	<b>100,850</b>		24,871		10,143		21,335	
<i>Non-hazardous waste disposal method:</i>	6								
- Proportion of waste disposed to landfill off-site			<b>10</b>		–		–		–
- Proportion of waste disposed to landfill on-site			<b>1</b>		–		–		–
- Proportion of waste disposed to incineration with energy recovery			<b>2</b>		–		–		–
- Proportion of waste recycled or reused			<b>82</b>		–		–		–
- Unclassified			<b>5</b>		–		–		–
<i>Hazardous waste disposal method:</i>	6								
- Proportion of waste disposed to landfill off-site			<b>92</b>		–		–		–
- Proportion of waste disposed to landfill on-site			<b>0</b>		–		–		–
- Proportion of waste disposed to incineration with energy recovery			<b>0</b>		–		–		–
- Proportion of waste recycled or reused			<b>0</b>		–		–		–
- Unclassified			<b>8</b>		–		–		–

<b>Water withdrawal</b>	Notes	<b>FY2025</b>		<b>FY2024</b>		<b>FY2023</b>		<b>FY2022</b>	
		<i>ML</i>	<i>%</i>	<i>ML</i>	<i>%</i>	<i>ML</i>	<i>%</i>	<i>ML</i>	<i>%</i>
Total Group water withdrawal		<b>14,157</b>		14,131		16,421		18,158	
Surface water		<b>5,098</b>	<b>36</b>	5,165	36	7,458	45	10,198	56
Groundwater		<b>2,523</b>	<b>18</b>	1,936	14	1,990	12	1,620	9
Third party		<b>6,536</b>	<b>46</b>	7,030	50	6,973	43	6,340	35
Total Group water recycled		<b>6,830</b>		6,331		8,705		10,372	



## Environment (continued)

Water stress exposure	Notes	FY2025		FY2024		FY2023		FY2022	
	7	Number	%	Number	%	Number	%	Number	%
Total number of sites located in high or very high water stress areas		92	27	43	32	12	–	6	–
<i>Proportion of Group water withdrawal volumes by location water stress classification:</i>									
- Very low water stress			24		20		–		–
- Low water stress			32		30		–		–
- Medium water stress			13		13		–		–
- High water stress			13		11		–		–
- Very high water stress			18		26		–		–

Biodiversity	Notes	FY2025		FY2024		FY2023		FY2022	
	8	Number		Number		Number		Number	
Total number of Group sites assessed for environmental and social vulnerabilities		342		133		35		35	
Number of industrial sites within protected areas		3		–		–		–	
Number of non-industrial sites within protected areas		4		–		–		–	
Number of industrial sites within one kilometre of a protected area		15		18		6		6	
Number of non-industrial sites within one kilometre of a protected area		36		–		–		–	
Number of industrial sites between one and five kilometres of a protected area		48		42		10		10	
Number of non-industrial sites between one and five kilometres of a protected area		83		–		–		–	
Number of industrial sites within key biodiversity areas		5		1		1		1	
Number of non-industrial sites within key biodiversity areas		6		–		–		–	
Number of industrial sites within one kilometre of a key biodiversity area		11		9		4		4	
Number of non-industrial sites within one kilometre of a key biodiversity area		18		–		–		–	
Number of industrial sites between one and five kilometres of a key biodiversity area		34		30		4		4	
Number of non-industrial sites between one and five kilometres of a key biodiversity area		37		–		–		–	

1. An environmental incident is any unplanned, abnormal or accidental event involving the spill, release or emission of liquids (such as hydrocarbons or chemicals), dry products (such as metal concentrates) or gases that causes, or has the potential to cause, harm to human health or the natural environment, a loss of biodiversity, or an impact on local communities or sites of archaeological or cultural heritage value. From FY2025, spill volumes are only included for those incidents that are classified as a Level 2 and above, equivalent to a liquid spill volume of 160 litres or more, or a dry spill of 1 tonne or more. The spill volume reported does not take into account secondary containment, capture and recovery efforts and therefore does not represent the volume released to the environment.
2. Severe environmental incidents include Category 4 environmental events such as a liquid spill of over 51 barrels (approximately 8,000 litres) or dry spill of over seven tonnes, and Category 5 environmental events, the most severe incident category (liquid spills of over 5,110 barrels or approximately 800,000 litres and dry spills of over 700 tonnes).
3. Data for environmental management systems certified to international Environmental Management Standard, ISO14001:2015, or equivalent, relates to industrial sites only and FY2022 data does not include Puma Energy sites. The reduction in the number of sites certified to ISO 14001 in FY2025 is due to divestments in the year.
4. An additional amount of USD158,000 associated with safety-related violations in FY2025 has not been included in this total as the violations are being contested and the fines have not been paid.
5. The increase in hazardous waste in FY2025 is primarily due to the Nyrstar Stolberg site being included for the first time (approximately 84,000 tonnes). The majority of this waste is the remainder of the feed materials after the metals of value have been recovered, a byproduct of the normal production process.
6. FY2025 is the first year of reporting data on non-hazardous and hazardous waste broken down by waste disposal method. In previous years, we reported total waste data broken down by disposal methods only.
7. The scope of sites assessed in FY2025 includes Greenergy and other owned or operated assets for the first time, such as service stations and offices, resulting in a significant increase in the number sites reported as located in high water stress areas.
8. We extended the scope of sites assessed in FY2025 and FY2024, including additional owned or operated assets for the first time and resulting in a significant increase in the number of sites reported as located within one kilometre and between one kilometre and five kilometres of both a protected area and a key biodiversity area. Protected areas, key biodiversity areas and industrial sites are as defined in the Glossary.

## Health and safety

Workplace safety	Notes	FY2025		FY2024		FY2023		FY2022	
		Number	Rate	Number	Rate	Number	Rate	Number	Rate
Fatalities	1, 2	2		0		2		2	
Lost time injuries $\diamond$	3	100		60		48		52	
Lost time injury frequency rate (LTIFR) $\diamond$	3, 4		2.19		1.40		1.22		1.25
Total recordable cases		241		195		181		164	
Total recordable case frequency rate (TRCFR)	5		5.27		4.54		4.61		3.96

Injury rates for Trafigura operating companies and divisions	Notes	FY2025		FY2024		FY2023		FY2022	
			Rate		Rate		Rate		Rate
Oil & Petroleum Products LTIFR	6		1.98		1.37		0.49		1.61
Oil & Petroleum Products TRCFR			2.43		1.60		1.96		2.58
Shipping & Chartering LTIFR			0.16		0.00		0.71		0.00
Shipping & Chartering TRCFR			0.16		0.18		1.07		1.66
Trafigura Corporate LTIFR			0.00		0.00		0.00		0.00
Trafigura Corporate TRCFR			0.00		0.00		0.00		0.00
Impala Terminals LTIFR			0.87		0.40		1.36		0.81
Impala Terminals TRCFR			1.96		1.80		3.84		2.44
Mining LTIFR			1.95		1.60		0.50		1.03
Mining TRCFR			2.60		3.53		3.02		2.94
Nyrstar LTIFR			4.44		3.59		2.93		3.45
Nyrstar TRCFR			15.43		14.97		12.32		10.55
Puma Energy LTIFR			1.16		1.30		0.66		0.11
Puma Energy TRCFR			2.70		2.00		1.19		1.19
Greenergy LTIFR	7		9.76		–		–		–
Greenergy TRCFR	7		13.74		–		–		–

Occupational health and safety management systems	Notes	FY2025		FY2024		FY2023		FY2022	
		Number	%	Number	%	Number	%	Number	%
Total number of sites certified to International Standard ISO 45001:2018	8	42	27	43	32	45	31	15	39

1. All frequency rates are reported on the basis of one million working hours.
2. The significant increase in LTIFR and TRCFR in FY2025 was primarily due to the inclusion of Greenergy data for the first time (27 LTIs, 38 TRCs) and a slight change to the definition of lost time injury being applied consistently across the Group. For comparative purposes, without the addition of Greenergy, the LTIFR for FY2025 would be 1.70.
3. Limited assurance by PwC for FY2025 and by ERM CVS for FY2024.
4. FY2024 LTIFR has been restated from 1.49 to 1.40 following a change in calculation methodology in FY2025 from working hours to exposure hours for shipping vessels in voyage, with reference to marine injury reporting guidelines. The restated figure has not been subject to further assurance procedures by ERM CVS.
5. FY2024 TRCFR figures have been restated from 4.85 to 4.54 following a change in calculation methodology in FY2025 from working hours to exposure hours for shipping vessels in voyage, with reference to marine injury reporting guidelines.
6. The breakdown of injury rates by operating companies is currently not in the scope of assurance.
7. Greenergy data included for the first time in FY2025.
8. The data for occupational health and safety management systems certified to ISO45001:2018 relates to industrial sites only. FY2022 data excludes Puma Energy sites. The reduction in the number of sites certified to ISO 45001 in FY2025 is due to divestments in the year.

## Our people

Employee numbers	Notes	FY2025		FY2024		FY2023		FY2022	
		Number	%	Number	%	Number	%	Number	%
Average number of employees	1, 2	14,476		13,086		12,479		13,746	
Commercial / Professional (white collar)			55		55		54		53
Operational / Industrial (blue collar)			45		45		46		47
Full time			99		98		98		98
Part time			1		2		2		2
Permanent contract			95		92		84		93
Temporary contract			5		8		16		7

Gender diversity	Notes	FY2025		FY2024		FY2023		FY2022	
			%		%		%		%
Male			78		79		81		82
Female			22		21		19		18
Trafigura corporate male			68		68		68		68
Trafigura corporate female			32		32		32		32
Impala Terminals male			87		88		87		86
Impala Terminals female			13		12		13		14
Mining Group male			95		95		95		93
Mining Group female			5		5		5		7
Nyrstar male			92		88		92		92
Nyrstar female			8		12		8		8
Puma Energy male			73		74		75		78
Puma Energy female			27		26		25		22
Greenergy male			72		–		–		–
Greenergy female			28		–		–		–

Age group	Notes	FY2025		FY2024		FY2023		FY2022	
			%		%		%		%
Under 30 years			18		19		19		19
30 – 50 years			59		60		61		61
Over 50 years			23		21		20		20

Regional distribution	Notes	FY2025		FY2024		FY2023		FY2022	
		Number	%	Number	%	Number	%	Number	%
North, Central and South America		4,646	32	4,544	35	4,885	39	5,698	41
Europe and Africa		6,167	43	4,960	38	4,068	33	5,629	41
Asia, Middle East and Australia		3,663	25	3,582	27	3,526	28	2,425	18

Attrition	Notes	FY2025		FY2024		FY2023		FY2022	
		Number	%	Number	%	Number	%	Number	%
Group total number of leavers		2,873		2,081		3,067		3,175	
Group attrition rate			20		16		25		23

International transfers	Notes	FY2025		FY2024		FY2023		FY2022	
		Number		Number		Number		Number	
Internal international transfers		215		209		309		190	

Training hours	Notes	FY2025		FY2024		FY2023		FY2022	
		Number		Number		Number		Number	
Total training hours		310,117		294,163		288,741		–	

1. Total employee numbers (in headcount) are calculated as an average over the 12-month reporting period. An employee is an individual who is in an employment relationship with Trafigura according to national law or practice.

2. In FY2025, Greenergy data was included for the full year (1,733 employees), leading to a significant increase as compared to prior year.

# Trafigura Foundation

Trafigura Foundation	Notes	FY2025		FY2024		FY2023		FY2022	
	1	Number	USD million	Number	USD million	Number	USD million	Number	USD million
Total philanthropic budget of the Trafigura Foundation	2		21		15		10		8
Number of strategic initiatives supported	3	42		40		43		43	

- Figures are reported based on the Trafigura Foundation reporting period (January to December), which differs from the Trafigura financial year (October to September).
- This relates to the funding of the Trafigura Foundation. This includes operating costs and multi-year funding issued in the given year to non-profit partner organisations programmes and initiatives. This also includes staff-led initiatives supported through yearly allocations or a match-funding scheme.
- Strategic and disaster response partners that received payments from the Foundation during the reporting period.

# Abbreviations

<b>CAHRA</b>	Conflict-affected and high-risk area
<b>CHESS</b>	Community, Health & safety, Environment, Security and Social responsibility - Trafigura department
<b>GHG</b>	Greenhouse gas
<b>GJ</b>	Gigajoule (one thousand million joules)
<b>GW</b>	Gigawatt
<b>HSE</b>	Health, safety and environment
<b>HSEC</b>	Health, safety, environment and community
<b>IOGP</b>	International Association of Oil & Gas Producers
<b>ISO 14001:2015</b>	International environmental management system standard issued by the International Organization for Standardization (ISO)
<b>ISO 45001:2018</b>	International occupational health and safety management system standard issued by the International Organization for Standardization (ISO)
<b>LTIFR</b>	Lost time injury frequency rate (number of lost time injuries per one million hours worked)
<b>ML</b>	Megalitre (one million litres)
<b>MWh</b>	Megawatt-Hour
<b>tCO<sub>2</sub>e</b>	Tonnes of carbon dioxide equivalent
<b>TRCFR</b>	Total recordable cases frequency rate (number of recordable injuries per one million hours worked)
<b>USD</b>	United States Dollars



# Definitions

Indicator	Definition
<b>Areas of high or very high-water stress</b>	Water stress measures the ratio of total water demand to available renewable surface and groundwater supplies. High water stress areas are considered to be regions that are categorised as high or very high in the Aqueduct Water Risk Atlas tool of the World Resources Institute (WRI).
<b>Attrition rate</b>	Percentage of employees who leave Trafigura. It is calculated based on the total number of employee turnover (in headcount) and dividing it by the total average number of employees (in headcount) over a 12-month period.
<b>Average number of employees</b>	Total average number of employees (an employee is an individual who is in an employment relationship with Trafigura Group according to national law or practice) in headcount over a 12-month period.
<b>Fatality</b>	The death of a worker (employee or contractor) from an occupational (or work-related) injury or disease. A fatality is recorded when death is a direct result of an occupational injury or disease. The scope also includes fatalities as result of work-related injuries and work-related ill health of other workers working on Trafigura's sites.
<b>Hazardous waste</b>	Total amount of waste (in tonnes) that is harmful to humans or the environment. Includes waste materials that are classified as hazardous, toxic, dangerous, listed, priority, special or some other similar term as defined by an appropriate country, regulatory agency, or authority.
<b>Internal international transfers</b>	Total number of employees that relocated to an operation in another country or to another entity within the Group, reflecting global talent mobility within Trafigura.
<b>Industrial sites</b>	An industrial site is an asset used for industrial, manufacturing or materials processing purposes. This includes sites with the following activities: mining and associated operations, refineries, smelters, dry or liquid bulk product processing, liquid terminals and depots, and renewable energy or hydrogen production. This excludes offices, warehouses, driver depots and service stations.
<b>Key biodiversity area</b>	Key biodiversity areas are nationally identified sites that contribute significantly to the global persistence of biodiversity in terrestrial, freshwater and marine ecosystems.
<b>Leavers</b>	Employees who leave Trafigura voluntarily or due to dismissal, retirement, or death in service.
<b>Protected area</b>	Protected areas are as defined in the World Database of Protected Areas ( <a href="https://www.protectedplanet.net/en">https://www.protectedplanet.net/en</a> ), the most comprehensive global database of marine and terrestrial protected areas. These areas include the UN List of Protected Areas and protected areas as defined by the International Union for Conservation of Nature (IUCN) and the Convention on Biological Diversity (CBD).
<b>Renewable energy consumption</b>	Sum of fuel consumption from renewable sources, consumption of purchased or acquired electricity, heat and cooling from renewable sources and consumption of self-generated non-fuel renewable energy, expressed in megawatt-hours (MWh).
<b>Self-generated non-fuel renewable energy</b>	Total energy consumed by Trafigura that is generated on-site (Trafigura owned or operated assets) from renewable sources (including solar, wind, biomass, hydro and geothermal) without involving combustion or fuel-based processes, expressed in megawatt-hours (MWh).
<b>Sites assessed for environmental and social vulnerabilities</b>	Trafigura sites assessed for environmental and social vulnerabilities using the Trafigura GIS environmental and social assessment tool. The tool determines the environmental and social sensitivity of the site, assessed across 12 specific indicators (e.g., ambient air quality, presence of Indigenous peoples etc.) to determine how vulnerable the associated environmental, social and economic setting of the asset is. This enables contextual performance reporting and environmental and social risk assessment.
<b>Total recordable cases</b>	The sum of all fatalities, life altering events, lost time injuries, restricted work-day cases and medical treatment cases (not first aid cases) during the reporting period. This represents all injuries and illnesses that require medical treatment beyond first aid.
<b>Training hours</b>	Time spent on training and development activities by individuals that is registered in Workday (the Trafigura Human Resources enterprise management tool).